



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, U.S. ARMY ARMOR CENTER AND FORT KNOX  
FORT KNOX, KENTUCKY 40121-5000

REPLY TO  
ATTENTION OF:

ATZK-CP (690-300)

29 October 2002

**MEMORANDUM FOR**

Commanders, All Units Reporting Directly to this Headquarters  
Directors and Chiefs, Staff Offices/Departments, This Headquarters

**SUBJECT: Thunderbolt Six Policy Memo No. 38-47 – Recruitment Policy on Employment of Former Military Members**

**1. References:**

a. Title 5 United States Code 3326, Appointment of Retired Members of the Armed Forces to Positions in the Department of Defense.

b. Title 5 United States Code 5534a, Dual Employment and Pay During Terminal Leave From Uniformed Service.

c. Presidential Proclamation 7463, dated September 14, 2001.

2. In September 2001, as a result of the terrorist attack on the World Trade Center and the Pentagon, the President of the United States declared a national emergency and issued Presidential Proclamation 7463. For the duration of the national emergency, the requirement to obtain prior approval from TRADOC to appoint a military service member within 180 days of retirement from the Armed Forces is waived.

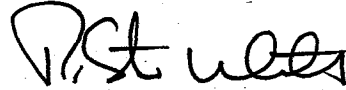
3. While former military service members have a right to seek and be considered for federal civilian employment, such consideration should be extended equitably and in compliance with the merit system principles of open competition to avoid the practice or appearance of preferential treatment. This is essential not only in the interest of the public and current employees, but to protect former military service members from unwarranted allegations they obtained their positions through influence based upon prior military service.

4. Effective immediately, my approval is required when a former military service member is appointed within 180 days of retirement **and** the recruitment process did not include a job vacancy announcement. The request for approval should include a discussion of any other

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attempts made to fill the vacancy, the unique or special qualifications of the former service member, and the reason for not considering current Fort Knox employees.



R. STEVEN WHITCOMB  
Major General, USA  
Commanding

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